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# Evaluation of the Gender Policy (2015–2020)

Evaluation Report: Volume I



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WFP Office of Evaluation

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# Executive summary

## INTRODUCTION AND EVALUATION FEATURES

1. The evaluation of the WFP Gender Policy (2015–2020) and the mechanisms developed to implement it is meant to support both accountability and learning. It covers the period from 2015 to 2019 and addresses three standard policy evaluation questions:

- How good is the policy?
- What were the results of the policy?
- Why has the policy produced the results that have been observed?

2. The cross-cutting nature of the topic means that the intended users of the evaluation are all WFP divisions and units at headquarters and in regional bureaux, country offices and the field, as well as WFP's Executive Board, donors and government and cooperating partners.

3. The evaluation was conducted between July 2019 and March 2020. It used a theory-based approach based on the gender policy theory of change and data collected at the global, regional and country levels through the following lines of inquiry:

- twelve country assessments, including five field missions and seven desk reviews;
- a “deep dive” analysis of gender mainstreaming across three programme areas: unconditional resource transfers, asset creation and livelihood support and prevention of malnutrition;
- a benchmarking analysis using policies of the Office of the United Nations High Commissioner for Refugees, the Swedish International Development Cooperation Agency and Oxfam;
- key informant interviews with 212 internal and external stakeholders (59 percent women), focus group discussions with beneficiaries (75 women, 40 men) and a focus group discussion with Executive Board member representatives (8 women, 4 men);
- an electronic survey of Gender Results Network members that yielded responses from 131 individuals, for a response rate of 20 percent (60 percent female);
- a review of corporate data sets, including the country office tool for managing (programme operations) effectively (COMET), annual country reports and annual performance reports; and
- a review of over 400 corporate-, regional- and country-level documents.

4. Limitations included a lack of WFP reporting against the gender policy objectives or established minimum standards; cancellation of the Lebanon country visit due to insecurity; and incomplete data sets for 2019.<sup>1</sup> These limitations did not affect the quality of the data collection process or the validity of the findings.

## CONTEXT

5. The WFP Gender Policy (2015–2020) was approved in May 2015. Its primary goal is “to enable WFP to integrate gender equality and women’s empowerment (GEWE) into all of its work and activities, to ensure that the different food security and nutrition needs of women, men, girls and boys are addressed”. It advocates a transformative approach to GEWE to address unequal gender relations and promote sharing of power, control of resources and decision making between women and men.<sup>2</sup> The policy has four objectives:

- i) *Food assistance adapted to different needs.* Women, men, girls and boys benefit from

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<sup>1</sup> No data from the annual country reports or the annual performance report for 2019 were available at the time of the preparation of this report.

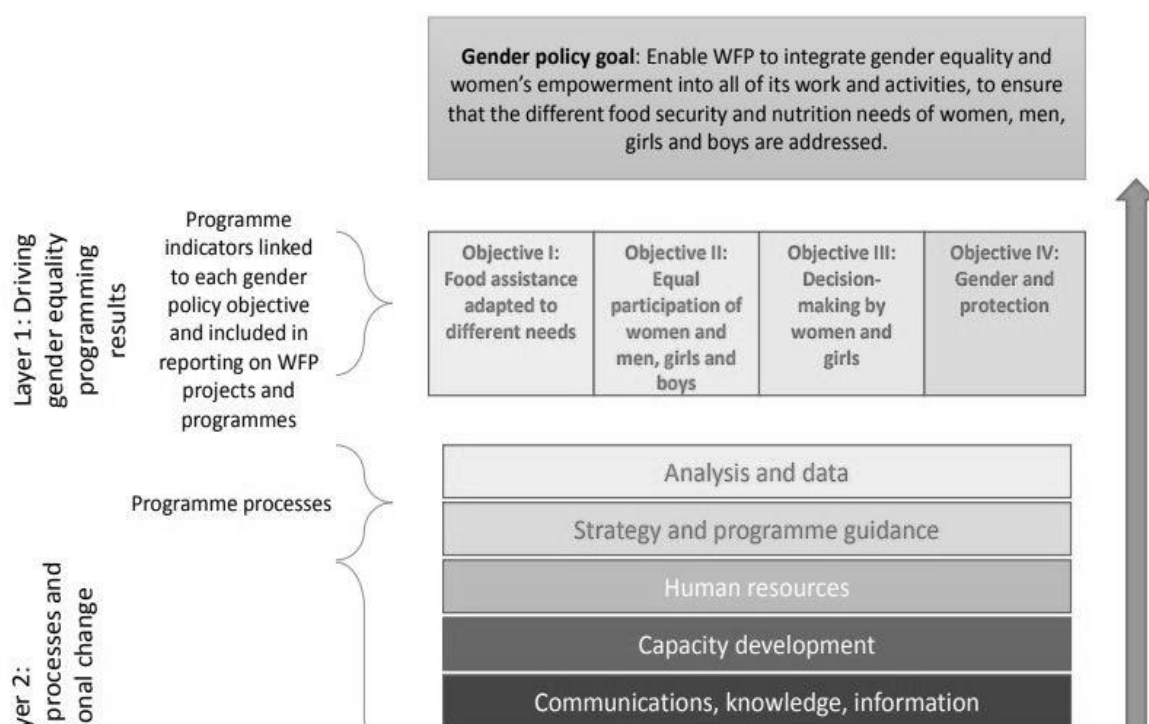
<sup>2</sup> “Gender Policy (2015–2020)” (WFP/EB.A/2015/5-A).

food assistance programmes and activities that are adapted to their different needs and capacities.

- ii) *Equal participation.* Women and men participate equally in the design, implementation, monitoring and evaluation of gender-transformative food security and nutrition programmes and policies.
- iii) *Decision making by women and girls.* Women and girls have increased power in decision making regarding food security and nutrition in households, communities and societies.
- iv) *Gender and protection.* Food assistance does no harm to the safety, dignity or integrity of the women, men, girls and boys receiving it and is provided in ways that respect their rights.

6. To transform the gender policy goal and objectives into a set of actions and accountabilities, in 2016 WFP introduced the Gender Action Plan, which sets out implementation arrangements in two “layers”. Layer 1 focuses on driving gender equality programming results in relation to the four policy objectives. Layer 2 details the internal work on organizational change and programme processes to be undertaken by WFP to ensure that the results are achieved (figure 1).

**Figure 1. Gender Action Plan theory of change**



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